ELECTRONIC MAIL POLICY

E-mail users should exercise good judgment and common sense when creating and distributing messages. E-mail is the property of the firm and should be used exclusively for work-related purposes. E-mail messages are not less discoverable in litigation than paper files. Please observe that:

-- Employees are strictly prohibited from sending e-mail messages of a harassing, intimidating, offensive or discriminatory nature. Such conduct, or any other conduct in violation of this policy, may result in immediate dismissal or other disciplinary measures.

-- Each employee has been issued a password work code to access e-mail. Your password is personal and should not be shared with other employees. Employees are prohibited from accessing each other’s e-mail without the express consent of the employee. The firm, however, maintains a list of all passwords and retains the right to access employees’ e-mail at any time for any reason without notice to the employee. Employees should not expect that e-mail is confidential or private.

-- All employees must sign and return the acknowledgment below keeping a copy of these policies for yourself.

I hereby acknowledge that I have read and will comply with the above-referenced rules regarding my use of e-mail:

By: _______________________________ Dated: __________________

Signature